DOCUMENT RESUME

ED 351 953 HE 026 015

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TITLE Perception of Advocacy Issues of Women versus Men.
PUB DATE [92]
NOTE 33p.
PUB TYPE Information Analyses (070) -- Reports - General (140)

EDRS PRICE MF01/PC02 Plus Postage.
DESCRIPTORS *Activism; Administrators; *Advocacy; College Faculty; College Students; Comparative Analysis; Females; Higher Education; *Lobbying; Local Issues; Males; *Political Issues; Political Power; *Sex Differences; Social Action; *Social Attitudes; Social Change; Surveys
IDENTIFIERS Bowie State College MD

ABSTRACT

This study examined similarities and differences in attitudes between men and women full-time administrators, faculty, staff, and students on various advocacy issues such as harassment, victims' rights, equity, educational funding, and politics. Surveys (N=210) were mailed to faculty, administrators and staff at Bowie State University (Maryland), students in the Student Support Services project, and students enrolled in classes at Ft. Meade, Maryland. Results from the 111 responses received showed that perceptions of advocacy by gender are clear. Generally speaking, it was perceived that national participation by women has produced far greater visibility for women than local or state participation with state level participation seen as the lowest visibility political arena. Women were seen as more likely than men to actively advocate concerning such issues as equity, a harassment free work place, childcare, affordable health care, victims' rights legislation, flex time at work, enforced child support, and increased funding of education. Respondents saw women as less familiar with the political system and lobbying effectiveness as linked to knowledge of the political system. The organizational skills of women were seen as less related to lobbying effectiveness than those of men. Contains 20 references. (GLR)

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PERCEPTION OF ADVOCACY ISSUES OF WOMEN VERSUS MEN

by

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PERCEPTION OF ADVOCACY ISSUES OF WOMEN VERSUS MEN

by Wanda E. Gill, Ed.D.

I. Literature Review

A. Introduction

The historical advocacy efforts of women have entered around women's groups, clubs and organizations. Some advocacy has been geared towards the election of women to public office. The most notable group with the purpose of electing women to national office is the National Women's Political Caucus. Through state and local affiliates, the National Women's Political Caucus supports both physically and psychologically, prospective and actual women candidates. Training sessions allow women interested in seeking office to learn more about how the political system works and how to effectively strategize a political campaign.

Partisan groups, like the Woman's National Democratic Club, provide party women members with workshops, speakers and luncheons on critical issues. The National Woman's Party has as its primary goal the passage of the Equal Rights Amendment. The party is also interested in retaining reproductive choice, achieveing pay equity and supporting childcare and family and medical leave laws.

Women's Action for New Directors (WAND) lobbies Congress, works with women state legislators, helps elect women to Congress and initiates grassroots activities.

Women's Research and Education Institute organized in 1977, provides Congress with nonpartisan information and policy analysis on equity issues. The American Woman, their publication, is a

series of annual reports on the status of women.

Women in Government Relations is a national organization with a membership of over 800. Members work in corporations, trade associations, public interest groups, law firms, and may be affiliated with federal and state governments. The group focuses on stimulating interest in the needs of women in government.

Government agencies, like the U.S. Department of Labor, maintains a Women's Bureau that produces numerous publications on equity and climate issues. One publication, "Preventing Sexual Harassment In The Workplace" is useful in disseminating an important policy to all personnel in pamphlet form. Other publications, like "Facts On Working Women" provide statistical data and information on special populations.

Related to governmental agencies are special interest groups like Women in Military Service Memorial Foundation with an interest in highlighting the sacrifices and achievements of women in the military.

Groups like the National Women's Health Network, is an advocacy group that also serves as an information clearinghouse. The National Women's Health Network has numerous objectives, primary of which are the following:

1. To promote good breast care, to lessen the number of women who are diagnosed with breast cancer, and to advocate for the best detection methods and treatment services...

2. To remedy the under-representation of women in clinical research studies and ensure that women specific health issues are adequately addressed...

3. To inform women about the necessity of prevention measures and to educate the public about the importance of women's roles as caretakers of people with AIDS and special issues for women with AIDS, to lead the way opposing discrimination against all people with AIDS, the Network...

4. To insure that women are not harmed by the marketing of unsafe drugs and mechanical devices...

5. To promote the view that menopause is a normal healthy part of women's lives and that women have the right to good information to make their own decisions about drugs...

6. To promote the health of pregnant women and their children and to emphasize pregnancy as a normal, healthy process...

7. To promote the health and safety for women at work and to make sure that protective laws are not used against women...

8. To work for a health care system more appropriate for all women as consumers and providers and to improve access to health care services for poor women, older women, women of color, lesbians, rural women, and disabled women.

9. To empower women to make their own informal decisions about their health care, to be a resource for women's health activists, and to supply accurate information to the media, the FDA and to Congress..."

(Source: "National Women's Health Network, 1991 achievements".)

Some women's advocacy groups are specific to the interests of women in specific professional areas. The following examples of advocacy groups represent offices in a larger association or private advocacy groups.

The Office of Women in Higher Education at the American Council on Education promotes the advancement of women in American higher education. In 1977, they began the National Identification Program to identify women for prominent positions in higher education. They work with women who have already been selected for

such positions.

The Society of Women Geographics is open to women researchers (active membership) and world travelers (associate membership). The Society provides these professional women with a forum in a male dominated profession. In addition, fellowships are provided to women interested in careers in geography.

The Women's Judges' Fund for Justice was founded in 1979 to strengthen the role of women in the judicial system. Primary objectives include increasing the number of women judges, minimizing gender bias in the courts and increasing the effectiveness of all judges through education, training and support.

The National Federation of Business and Professional Women's Clubs/U.S.A. supports the Equal Rights Amendment, equal pay, reproductive freedom, affordable quality healthcare and equal educational opportunity. They've identified 1992 as "The Year of the Woman" and emphasize "Vote in Woman Power" in their publications.

Despite the impressive advocacy of these and other women's groups, there is a need to see what the literature says about advocacy issues and women.

B. Related Literature

The literature related to women and advocacy is scarce. More is available on women in politics, power and activism.

According to Simone (1987) academic women have an uphill battle as they work towards equality. Her findings reinforce those

of Berneice Resnick Sandler (1986) who perceives the campus as a hostile place for women at all levels. Both Simone and Sandler believe that women, themselves can make a difference on the campus.

Moore and Spitzer (1986), Gelb and Palley (1987), Christy (1987) Norris (1987), French (1992), Guida and West (1990), Lips (1991), Conway, Bourque & Scott (1989), Fulemwider (1980), Currell (1974), Kirkpatrick (1974) and Millett recognize that gender is important in politics. Whether speaking to issues, policies, experiences or perceptions, these authors recognize gender as a factor in political economic and social public systems. Levenston (1980) documents the relatively new acceptance of women in politics.

The considerable role of women on boards at the local level have been researched by Stewart (1980). The participation of women in politics has been well documented by Beckwith (1986). An international perspective of common elements in the perceptions of women and politics have been provided by Christy (1987).

II. Method

In September of 1992, two hundred ten (210) survey forms were disseminated to full time administrators, faculty and staff at Bowie State University. Students in the Student Support Services project and students enrolled in classes at Ft. Meade Maryland also completed forms. Respondents completed a Likert Scale (1-5 with 1= Strongly Agree, 2= Agree, 3= Neither Agree Nor Disagree, 4= Disagree and 5= Strongly Disagree) on the survey form for 25 questions. The specific findings are reported for the group and by

gender for each of the twenty-five (25) questions.

III. Findings

One hundred eleven (111) of two hundred ten (210) surveys were returned by October 2, 1992. Frequency of responses are summarized in Table 1. Most respondents were in agreement with the first five questions. On equity, eighty-seven (78.3%) people agreed or strongly agreed that women advocate more than men for equity.

Similarly, eighty-nine (80.10%) people agreed or strongly agreed women advocate more for a harassment free work place, ninety-three (83.8%) people agreed women advocate more for childcare, seventy-one (63.96%) people agreed or strongly agreed women advocate more for affordable healthcare, and seventy (63.06%) people agreed or strongly agreed women advocate more for victim's rights. Table 2. depicts the gender of respondents. Of those who responded, seventy (63.1%) were female and thirty-seven (33.3%) were male. Four (3.6%) people did not respond to the gender item on the form. Table 3 depicts the ages of respondents. In terms of age, twenty-five (22.6%) people were between the ages of 21 and 30, twenty-three (23%) were between the ages of 31 and 40, twenty-two (19.8%) were between the ages of 51 and 60, seven (6.3%) were over age 60. Eight people (7.2%) did not respond to the age slot on the form. Table 4 depicts race. Racially, sixty-four (57.7%) respondents were African American, thirty-six (32.4%) were White, five (4.5%) were Asian, one (.9%) was other and five (4.5%) did not respond to the racial slot on the form. Table 5 depicts educational level. In terms of educational level, twelve (10.8%)

had an A.A. degree, twenty-three (20.7%) had a bachelor's degree, twenty-seven (24.4%) had a Master's degree and twenty (18.0%) had a doctorate degree. Twenty-nine (26.1%) did not respond. Table 6 depicts job category. In terms of preferred job title, thirty-one (27.9%) identified themselves as faculty, seventeen (15.3%) identified themselves as administrators, thirty-five (31.5%) identified themselves as staff, eight (7.2%) identified themselves as students, thirteen (11.7%) identified themselves as "other" and seven (6.3%) did not complete the item.

Table 1. Frequency of Responses

Questions	SA #	SA %	A #	A %	NAND #	NAND %	D #	D %	SD #	SD %	NR #	NR %
1. Equity	48	(43.2)	39	(35.1)	12	(10.8)	6	(5.5)	2	(1.8)	4	(3.6)
2. Harassment Free Work	61	(55.0)	27	(24.3)	9	(8.1)	3	(2.7)	3	(2.7)	8	(7.2)
3. Childcare	53	(47.8)	40	(36.0)	10	(9.0)	3	(2.7)	3	(2.7)	2	(1.8)
4. Affordable Health Care	24	(21.6)	37	(33.3)	36	(32.4)	11	(10.0)	1	(.9)	2	(1.8)
5. Victim's Rights Legislation	31	(27.9)	39	(35.1)	32	(28.8)	7	(6.4)	0	(0.0)	2	(1.8)
6. Flex Time	23	(20.7)	41	(37.0)	29	(26.1)	13	(11.7)	2	(1.8)	3	(2.7)
7. Enforced Child Support	57	(51.4)	29	(26.1)	12	(10.8)	4	(3.6)	4	(3.6)	5	(4.5)
8. Funding Education	20	(18.0)	27	(24.3)	39	(35.2)	22	(19.8)	1	(.9)	2	(1.8)
9. Less $ Defense	18	(16.2)	34	(30.7)	37	(33.3)	16	(14.4)	3	(2.7)	3	(2.7)
10. CHOICE	22	(19.8)	38	(34.2)	22	(19.8)	21	(18.9)	3	(2.7)	5	(4.6)
11. Political System	1	(0.9)	12	(10.8)	43	(38.7)	47	(42.3)	5	(4.6)	2	(1.8)
12. Local Politics	2	(1.8)	9	(8.1)	42	(37.8)	51	(45.9)	5	(4.6)	2	(1.8)
13. State Politics	1	(.9)	6	(5.4)	40	(36.0)	54	(48.7)	6	(5.4)	4	(3.6)
14. National Politics	0	(0)	26	(23.4)	30	(27.0)	43	(38.7)	7	(6.3)	5	(4.6)
15. Local Boards	6	(5.4)	25	(22.6)	51	(45.9)	21	(18.9)	6	(5.4)	2	(1.8)
16. State Boards	2	(1.8)	17	(15.3)	45	(40.6)	39	(35.1)	6	(5.4)	2	(1.8)

17. National Boards	2 (1.8)	15 (13.6)	47 (42.3)	36 (32.4)	8 (7.2)	3 (2.7)
18. Better Lobbyists	3 (2.7)	9 (8.1)	16 (14.4)	8 (7.2)	1 (.9)	74 (66.7)
19. More Organized Advocates	17(15.3)	25(22.6)	39 (35.1)	22 (19.8)	5 (4.5)	3 (2.7)
20. Lobbying Procedures	5 (4.5)	18 (16.2)	55 (49.6)	23 (20.7)	6 (5.4)	4 (3.6)
21. Advocate More for Other Women	34 (30.6)	46 (41.5)	18 (16.2)	7 (6.3)	4 (3.6)	2 (1.8)
22. Team Advocacy	24 (21.6)	33 (29.7)	37 (33.3)	10 (9.0)	5 (4.6)	2 (1.8)
23. Leadership	27 (24.3)	40 (36.1)	29 (26.1)	8 (7.2)	4 (3.6)	3 (2.7)
24. "DIRTY" Politics	3 (2.7)	23 (20.7)	55 (49.6)	16 (14.4)	11(9.9)	3 (2.7)
25. Unfeminine	6 (5.4)	5 (4.6)	48 (43.2)	28 (25.2)	19(17.1)	5 (4.5)

Table 2. Gender of Respondents

Gender	Frequency	Percent
Male	37	33.3
Female	70	63.1
No Response	4	3.6
Total	111	100.0

Table 3. Ages of Respondents

Ages	Number of Respondents	Percent
21-30	25	22.6
31-40	23	20.7
41-50	26	23.4
51-60	22	19.8
Over 60	7	6.3
No Responses	8	7.2
Total	111	100.0

Table 4. Race of Respondents

Race	Number of Respondents	Percent
African American	64	57.7
White	36	32.4
Asian	5	4.5
Other	1	.9
No Response	5	4.5
Total	111	100.0

Table 5. Education Level of Respondents

Education Level	Number of Respondents	Percent
A.A. Degree	12	10.8
Bachelor's Degree	23	20.7
Master's Degree	27	24.4
Doctorate Degree	20	18.0
No Response	29	26.1
Total	111	100.0

Table 6. Job Category

Job Category	Number of Respondents	Percent
Faculty	31	27.9
Administrators	17	15.3
Staff	35	31.6
Student	8	7.2
Other	13	11.7
No Response	7	6.3
Total	111	100.0

Q. 1. Women advocate more than men for equity.

In terms of advocacy for equity, forty-eight (43.2%) of respondents strongly agreed, thirty-nine (35.1%) agreed, twelve (10.8%) neither agreed nor disagreed, six (5.5) disagreed and two (1.8%) strongly disagreed. Four (3.6%) people did not answer the question.

In terms of gender, eight (7.2%) men and thirty-eight (34.2%) women strongly agreed, nineteen (17.1%) men and twenty (18%) women agreed, seven (6.3) men and five (4.5%) women neither agreed nor disagreed, one man (0.9%) and five (4.5%) women disagreed and one (0.9%) man and one (0.9%) woman strongly disagreed. One (0.9%) man, one (0.9%) woman and two (1.8%) people who did not identify gender responded that women advocate more than men for equity.

Q. 2. Women advocate more than men for a harassment free work place.

On advocacy for a harassment free workplace, sixty-one (55%) strongly agreed, twenty-seven (24.3%) agreed, nine (8.1%) neither agreed nor disagreed, three (2.7%) disagreed, three (2.7%) strongly disagreed and eight (7.2%) did not respond that women advocate more

than men.

By gender, fifteen (13.5%) men and forty-five (40.5%) women strongly agreed eleven (9.9%) men and sixteen (14.4%) women agreed, five (4.5%) men and three (2.7%) women neither agreed nor disagreed, one (0.9%) man and two (1.8%) women disagreed and one man and two women strongly disagreed that women advocate more than men for an harassment free workplace.

Q. 3. Women advocate more than men for childcare.

On advocacy for childcare, fifty-three (47.8%) strongly agreed, forty (36.0%) agreed, ten (9.0%) neither agreed nor disagreed, three (2.7) disagreed and two (1.8%) strongly disagreed that women advocate more than men for childcare.

In terms of gender, eight (7.2%) men and forty-three (38.7%) women strongly agreed, nineteen (17.1%) men and twenty-one (18.9%) women agreed, seven (6.3%) men and three (2.7%) women neither agreed nor disagreed, two (1.8%) men and one (0.9%) woman disagreed and one (0.9%) man and two (1.8%) women strongly disagreed that women advocate more than men for childcare.

Q. 4. Women advocate more than men for affordable healthcare.

On advocacy for healthcare, twenty-four (21.6%) strongly agreed, thirty-seven (33.3%) agreed, thirty-six (32.4%) neither agreed nor disagreed, eleven (10.0%) disagreed and one (.9%) strongly disagreed that women advocate more than men for affordable healthcare.

Genderwise, two (1.8%) men and twenty-two (19.8%) women strongly agreed, ten (9.0%) men and twenty-six (23.4%) women

agreed, sixteen (14.4%) men and nineteen (17.1%) women neither agreed nor disagreed, eight (7.2%) men and three (2.7%) women disagreed and one (0.9%) man strongly disagreed that women advocate for affordable healthcare more than men. Two (1.8%) people didn't check the gender box.

Q. 5. Women advocate more than men for victim's rights legislation.

On victim's right legislation advocacy, thirty-one (27.9%) strongly agreed, thirty-nine (35.1%) agreed, thirty-two (28.8%) neither agreed nor disagreed, seven (6.4%) disagreed that women advocate more than men.

In terms of gender, three (2.7%) men, twenty-seven (24.3%) women strongly agree, twelve (10.8%) men, twenty-six (23.4%) women agree, sixteen (14.4%) men, sixteen (14.4%) women neither agree nor disagree and six (5.4%) men and one (0.9%) woman disagree that women advocate more for victim's rights legislation.

Q. 6. Women advocate more than men for flex time at work.

On the issue of flex time, twenty-three (20.7%) strongly agreed, forty-one (37.0%) agreed, twenty-nine (26.1%) neither agreed nor disagreed, thirteen (11.7%) disagreed and two (1.8%) strongly disagreed that women advocate more than men for flex time at work. Three (2.7%) people didn't respond.

In terms of gender, two (1.8%) men and twenty (18.0%) women strongly agreed, fifteen (13.5%) men and twenty-five (22.5%) women agreed, eleven (9.9%) men and eighteen (16.2%) women neither agreed nor disagreed, seven (6.3%) men and six (5.4%) women disagreed and one man and one woman strongly disagreed that women advocate more

than men for flex time at work.

Q. 7. Women advocate more than men for enforced child support.

Fifty-seven (51.4%) strongly agreed twenty-nine (26.1%) agreed, twelve (10.8%) neither agreed nor disagreed, four (3.6%) disagreed and four (3.6%) strongly disagreed that women advocate more than men for enforced child support.

By gender, eleven (9.9%) men, forty-four (39.6%) women strongly agree, eleven (9.9%) men and eighteen (46.2%) women agreed, nine (8.1%) men and three (2.7%) women neither agreed nor disagreed, three (2.7%) men and one (0.9%) woman disagreed and two (1.8%) men and two (1.8%) women strongly disagreed that women advocate more than men for enforced child support.

Q. 8. Women advocate more than men for increased funding for education.

Overall, twenty (18.0%) strongly agreed, twenty-seven (24.3%) agreed, thirty-nine (35.2%) neither agreed nor disagreed, twenty-two (19.8%) disagreed and one (.9%) strongly disagreed that women advocate more than men for increased funding for education. Two people did not respond.

In terms of gender, of those who responded, two (1.8%) men and eighteen (16.2%) women strongly agreed, six (1.6%) men and twenty (18%) females agreed, thirteen (11.7%) men and twenty-five (22.5%) women neither agreed nor disagreed, fifteen (13.5%) men and seven (6.3%) women disagreed and one (0.9%) man strongly disagreed that women advocate more than men for increased funding for education.

Q. 9. Women advocate more than men for less defense spending.

In terms of defense spending, eighteen (16.2%) strongly agreed, thirty-four (30.6%) agreed, thirty-seven (33.3%) neither agreed nor disagreed, sixteen (14.4%) disagreed and three (2.7%) strongly disagreed that women advocate more than men for less defense spending. Three (2.7%) people did not respond.

Gender-wise, five (9.5%) men and thirteen (11.7%) women strongly agreed, twelve (10.8%) men and twenty-two (19.8%) women agreed, nine (8.1%) men and twenty-six (23.4%) women neither agreed nor disagreed, nine (8,1%) men and seven (6.3%) women disagreed and two (1.8%) men and one (0.9%) woman strongly disagreed that women advocate more than men for less defense spending. One (0.9%) woman and two (1.8%) people who did not indicate gender did not respond.

Q. 10. Women advocate more than men for CHOICE.

Twenty-two (19.8%) strongly agreed, thirty-eight (34.2%) agreed, twenty-two (19.8%) neither agreed nor disagreed, twenty-one (18.9%) disagreed, three (2.7%) strongly disagreed that women advocate more than men for CHOICE. Five (4.6%) people did not respond to the question.

Seven (6.3%) men and fifteen (13.5%) women strongly agreed, eight (7.2%) and twenty-eight (25.2%) women agreed, eleven (9.9%) men and eleven (9.9%) women neither agreed nor disagreed, eight (7.2%) men and thirteen (11.7%) women disagreed and one (0.9%) man and two (1.8%) women strongly disagreed that women advocate more than men for CHOICE. Two (1.8%) men, one (0.9%) woman and two (1.8%) people who did not identify gender did not respond.

Q. 11. Women are more familiar with the political system than men.

In terms of the political system, one (0.9%) strongly agreed, twelve (10.8%) agreed, forty-three (38.7%) neither agreed nor disagreed, forty-seven (42.3%) disagreed, five (4.5%) strongly disagreed that women are more familiar than men with the political system. One (0.9%) did not answer.

One (0.9%) woman strongly agreed, four (3.6%) men and eight (7.2%) women agreed, fourteen (12.6%) men and twenty-eight (25.2%) women neither agreed nor disagreed, seventeen (15.3%) men and twenty-nine (26.1%) women disagreed and two (1.8%) men and three (2.7%) women strongly disagreed that women are more familiar with the political system than men. One (0.9%) woman and two (1.8%) people who didn't identify gender did not respond.

Q. 12. Women are more active in local politics than men.

Two (1.8%) strongly agreed, nine (8.1%) agreed, forty-two (37.8%) neither agreed nor disagreed, fifty-one (45.9%) disagreed and five (4.4%) strongly disagreed that women are more active in local politics than men. Two (1.8%) people did not respond.

One (0.9%) man strongly agreed, two (1.8%) men and seven (6.3%) women agreed, twelve (10.8%) men and thirty (27%) women neither agreed nor disagreed, nineteen (17.1%) men and thirty-one (27.9%) women disagreed and three (2.7%) men and two (1.8%) women strongly disagreed that women are more active in local politics than men. Two (1.8%) people who did not indicate gender did not respond.

Q. 13. Women are more active in state politics than men.

As for state politics, one (0.9%) strongly agreed, six (5.4%) agreed, forty (36.0%) neither agreed nor disagreed, fifty-four (48.6%) disagreed and six (5.4%) strongly disagreed that women are more active than men in state politics. Four (3.6%) people did not respond.

One (0.9%) female strongly agreed, two (1.8%) men and four (3.6%) women agreed, fourteen (12.6%) and twenty-six (23.4%) women neither agreed nor disagreed, seventeen (15.3%) men and thirty-six (32.4%) women disagreed and three (2.7%) men and two (1.8%) women strongly disagreed that women are more active in state politics than men. One (0.9%) man and one (0.9%) woman did not respond. Two (1.8%) people who didn't identify gender did not respond.

Q. 14. Women are more active in national politics than men.

In terms of national politics, 0 (0%) strongly agreed, twenty-six (23.4%) agreed, thirty (27.0%) neither agreed nor disagreed, forty-three (38.7%) disagreed and seven (6.3%) strongly disagreed that women are more active in national politics than men. Four (4.6%) people did not respond.

Nine (8.1%) men and sixteen (14.4%) women agreed, seven (6.3%) men and twenty-three (20.7%) women neither agreed nor disagreed, eighteen (16.2%) men and twenty-four (21.6%) women disagreed and three (2.7%) men and four (3.6%) women strongly disagreed that women are more active in national politics than men. Three (2.7%) females and two (1.8%) people who didn't identify gender did not respond.

Q. 15. Women are more likely to serve on local boards.

In terms of local boards, six (5.4%) strongly agreed, twenty-five (22.6%) agreed, fifty-one (45.9%) neither agreed nor disagreed, twenty-one (18.9%) disagreed and six (5.4%) strongly disagreed that women are more likely to serve on local boards and commissions. Two (1.8%) people did not respond.

One (0.9%) man and five (4.5%) women strongly agreed, eight (7.2%) men and twelve (15.3%) women agreed, fifteen (13.5%) men and thirty-five (31.5%) women neither agreed nor disagreed, ten (9%) men and eleven (9.9%) women disagreed, three (2.7%) men and two (1.8%) women strongly disagreed that women are more likely to serve on local boards than men. Two (1.8%) people who didn't identify gender didn't respond.

Q. 16. Women are more likely to serve on state boards or commissions than men.

Two (1.8%) strongly agreed, seventeen (15.3%) agreed, forty-five (40.6%) neither agreed nor disagreed, thirty-nine (35.1%) disagreed and six (5.4%) strongly disagreed that women are more likely to serve on state boards or commissions than men. Two (1.8%) people did not respond.

Two (1.8%) women strongly agreed, four (3.6%) men and thirteen (11.7%) women agreed, twelve (15.3%) men and twenty-seven (24.3%) women neither agreed nor disagreed, twelve (10.8%) men and twenty-six (23.4%) women disagreed and four (3.6%) men and two (1.8%) women strongly disagreed that women are more likely to serve on state boards or commissions than men. Two people who didn't

identify gender did not respond.

Q. 17. Women are more likely to serve on national boards or commissions than men.

Two (1.8%) strongly agreed, twelve (13.6%) agreed, forty-seven (42.3%) neither agreed nor disagreed, thirty-six (32,4%) disagreed and eight (7.2%) strongly disagreed, that women are more likely to serve on national boards or commissions than men. Three (2.7%) people did not answer.

Two (1.8%) women strongly agreed, three (2.7%) men and eleven (9.9%) women agreed, fifteen (13.5%) men and thirty-two (28.8%) women neither agreed nor disagreed, twelve (13.5%) men and twenty (18%) women disagreed and four (3.6%) men and four (3.6%) women strongly disagreed that women are more likely to serve on national boards or commissions than men. One woman (0.9%) and two people who didn't identify gender did not respond.

Q. 18. Women are better lobbyists than men.

Three (2.7%) strongly agreed, nine (8.1%) agreed, sixteen (14.4%) neither agreed nor disagreed, eight (7.2%) disagreed, one (0.9%) strongly disagreed that women are better lobbyists than men. Seventy-four (66%) didn't answer because the numbers were not written in.

Three (2.7%) women strongly agreed, five (4.5%) men and four (3.6%) women agreed, seven (6.3%) men and nine (8.1%) women neither agreed nor disagreed, three (2.7%) men and four (3.6%) women disagreed and one (0.9%) woman strongly disagreed that women are better lobbyists than men. Twenty-two (19.8%) men, forty-nine

(44.1%) women and one (0.9%) person who didn't identify gender did not respond. The Likert Scale was not printed on the forms.

Q. 19. Women are more organized advocates than men.

In terms of organizations, seventeen (15.3%) strongly agreed, twenty-five (22.6%) agreed, thirty-nine (35.1%) neither agreed nor disagreed, twenty-two (19.8%) disagreed, five (4.5%) strongly disagreed that women are more organized advocates than men. Three (2.7%) people did not respond.

Three (2.7%) men and fourteen (12.6%) women strongly agreed, five (4.5%) men and nineteen (17.1%) agreed, sixteen (14.4%) men and twenty-three (20.7%) women neither agreed nor disagreed, eleven (9.9%) men and ten (9%) women disagreed, two (1.8%) men and three (2.7%) females strongly disagreed that women are more organized advocates than men. One (0.9%) woman and two (1.8%) people who didn't identify gender did not answer this question.

Q. 20. Women are more familiar with the process and procedures of lobbying than men.

In terms of the process and procedures of lobbying, five (4.5%) strongly agreed, eighteen (16.2%) agreed, fifty-five (49.5%) neither agreed nor disagreed, twenty-three (20.7%) disagreed, six (5.4%) strongly disagreed that women are more familiar with the process and procedures of lobbying than men. Four (3.6%) people did not respond to this question.

One (0.9%) man and four (3.6%) women strongly agreed, four (3.6%) men and fourteen (12.6%) women agreed, eighteen (16.2%) men and thirty-six (32.4%) women neither agreed nor disagreed, nine

(8.1%) men and thirteen (11.7%) women disagreed and three (2.7%) men and three (2.7%) women strongly disagreed that women are more familiar with the process and procedures of lobbying than men. Two (1.8%) men and two (1.8%) people who didn't identify their gender did not respond.

Q. 21. Women will advocate for other women more than men will advocate for women.

In terms of advocacy for other women, thirty-four (30.6%) strongly agreed, forty-six (41.5%) agreed, eighteen (16.2%) neither agreed nor disagreed, seven (6.3%) disagreed, four (3.6%) strongly disagreed that women will advocate for other women more than men will advocate for women. Two (1.8%) people did not answer.

Seven (6.3%) men and twenty-seven (24.3%) women strongly agreed, twenty-three (20.7%) men and twenty-three (20.7%) women agreed, two (1.8%) men and sixteen (14.4%) women neither agreed nor disagreed, three (2.7%) men and three (2./7%) women disagreed and two (1.8%) men and one (0.9%) woman strongly disagreed that women will advocate for other women more than men will advocate for women. Two (1.8%) people who didn't identify gender did not respond.

Q. 22. Women will advocate more as a part of a team than men will.

Twenty-four (21.6%) strongly agreed, thirty-three (29.7%) agreed, thirty-seven (33.3%) neither agreed nor disagreed, ten (9.0%) disagreed, five (4.5%) strongly disagreed that women will advocate more as a part of a team than men will. Two (1.8%) people did not respond.

Two (1.8%) men and twenty-two (19.8%) women strongly agreed, twelve (10.8%) men and twenty-one (18.9%) women agreed, sixteen (14.4%) men and twenty-one (18.9%) women neither agreed nor disagreed, six (5.4%) men and three (2.7%) women disagreed, one (0.9%) man and three (2.7%) women strongly disagreed that women will advocate more as a part of a team than men will. Two (1.8%) people who didn't identify gender didn't respond.

Q. 23. Women will follow the leadership of other women more than men will follow the leadership of women.

Twenty-seven (24.3%) strongly agreed, forty (36.1%) agreed, twenty-nine (26.1%) neither agreed nor disagreed, eight (7.2%) disagreed, four (3.6%) strongly disagreed that women will follow the leadership of other women more than men will follow the leadership of women. Three (2.7%) people didn't respond.

Seven (6.3%) men and twenty (18%) women strongly agreed, fifteen (13.5%) men and twenty-four (21.6%) women agreed, ten (9%) men and nineteen (17.1%) women neither agreed nor disagreed, five (4.5%) men and three (2.7%) women disagreed and three (2.7%) women strongly disagreed that women will follow the leadership of other women more than men will follow the leadership of women. One (0.9%) woman and two (1.8%) people who didn't identify gender did not respond.

Q. 24. Women view politics as "dirty".

Three (2.7%) strongly agreed, twenty-three (20.7%) agreed, fifty-five (49.5%) neither agreed nor disagreed, sixteen (14.4%) disagreed and eleven (9.9%) strongly disagreed that women view

politics as "dirty". Three (2.7%) people didn't respond.

Three (2.7%) women strongly agreed, nine (8.1%) men and fourteen (12.6%) women agreed, twenty-three (20.7%) men and thirty-one (27.9%) women neither agreed nor disagreed, four (3.6%) men and twelve (10.8%) women disagreed and one (0.9%) man and nine (8.1%) women strongly disagreed that women view politics as "dirty". One (0.9%) woman and two (1.8%) people who didn't complete the gender question didn't answer.

Q. 25. Women view advocacy as unfeminine.

Six (5.4%) strongly agreed, five (4.5%) agreed, forty-eight (43.2%) neither agreed nor disagreed, twenty-eight (25.2%) disagreed, nineteen (17.1%) strongly disagreed that women view advocacy as unfeminine. Five (4.5%) people did not respond.

One (0.9%) man and five (4.5%) women strongly agreed, five (4.5%) women agreed, nineteen (17.1%) men and twenty-eight (25.2%) women neither agreed nor disagreed, eight (7.2%) men and twenty (18%) women disagreed, nine (8.1%) men, nine (8.1%) women and one (0.9%) person who didn't identify gender strongly disagreed that women view advocacy as unfeminine. Three (2.7%) women and two (1.8%) people who didn't identify their gender did not respond.

IV. Discussion

Overall, respondents perceive women as stronger advocates than men for equity, an harassment free work place, childcare, victim's rights legislation, flex time, enforced child support, increased funding for education, less defense spending and CHOICE. These findings suggest the perception of the special importance of these issues to women. Yet, on the methods and procedures of lobbying, most respondents failed to perceive women as more knowledgeable than men. This suggests that women need to overcome this perception to effectively be perceived as able to deliver on issues important to them, using lobbying principles and procedures.

The clear majority of respondents believe men to be more familiar with the political system. This belief was as strong for women as for men. This suggests a need for an arena for women to demonstrate their familiarity with the political system.

Interestingly, women are perceived to be less active in politics at the local, state and national levels than men. However, there was lightly less disagreement at the national level than at the state and local levels suggesting a somewhat fragile visibility of women in national politics.

On appointments to local, state and national boards (and commissions), women are perceived to be ever so slightly more visible locally than nationally and less visible at the state level than nationally or locally. With women somewhat perceived as visible in local and national boards, more may need to be done to promote the visibility of women at the state board and commission

level.

The finding that women are more organized advocates than men suggests that despite organizational skills, women are perceived to be less astute and less knowledgeable of the skills to effectively advocate, lobby and influence legislators. Further, this finding suggests that lobbying procedures are perceived as less related to organizational skills for women than for men.

This finding is consistent with the findings on perceptions of women's familiarity with the political system.

The question of advocacy for women is important because the findings suggest a growing sense of women supporting other women. Most respondents perceive women advocating more for other women than men. Thirty of the thirty-seven men (81%) and fifty-one of the seventy women (73%) who responded agreed or strongly agreed that women advocate more for women than men do. Men's perception differed, somewhat, suggesting they view more support of women by other women.

There was slightly less enthusiasm on the issue of women following the leadership of other women more than men following the leadership of women, although a clear majority sixty-seven (60.4%) agreed or strongly agreed with the statement.

On the issue of team advocacy, more women than men viewed women as advocates as a part of a team. A total of fourteen out of thirty-seven (36%) men and forty-three out of seventy (61%) women agreed or strongly agreed that women will advocate more as a part of a team than men will.

The perceptions of respondents that women view politics as "dirty" and advocacy as unfeminine are less than 24% and 10% respectively. This finding suggests less perceived stigma of politics and advocacy for women. The finding may signal greater acceptance for the public readiness of women's participation in politics.

V. Conclusions

Perceptions of advocacy issues by gender are clear. Issues of equity, an harassment free work place, childcare, affordable health care, victim's rights legislation, flex time at work, enforced child support, increased funding for education are clearly perceived as having more importance for women than men advocates. But how effective women are perceived when compared to men on lobbying procedures appears linked to perceptions of women's knowledge of the political system. The organization skills of women appear unrelated to the process of lobbying in terms of effectiveness.

Generally speaking, the findings on the participation of women in national, state and local politics and boards and commissions appear to suggest that national participation has produced far greater visibility for women that local or state participation. Local participation produces slightly more visibility than state participation. Further, it may be that participation on board and commissions may be less useful in promoting the visibility of women for later office holding than is currently believed. More research is needed.

Although perceptions of "women's issues" were explored in this survey, more work is needed on the perceptions of women as lobbyists, the perceptions of women as being knowledgeable of lobbying procedures and characteristics of women who are effective advocates.

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